GrummanWorld

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New Prowler Begins Flight Tests This Month

This month, Grumman will begin early flight testing of the new Advanced Capability (ADVCAP) EA-6B Prowler.

The aircraft is a major upgrade to the current Improved Capability-2 (ICAP-2) Prowler, replacing the ALQ-99 passive detection system with two new systems. It is expected to counter the growing enemy radar threat into the next century. This round of tests will encompass 10 flights over three weeks.

They are called early flight tests because they will check the proper functioning of the airframe systems and instrumentation. Full scale flight tests will begin in January following electromagnetic compatibility testing in the Calverton anechoic chamber.

"We will do a functional checkout of all the avionics aboard the aircraft," says Don Zielinski, EA-6B deputy engineering manager. "We will also verify the ability of its instrumentation pod to transmit real-time data to Calverton's Automated Telemetry Station."

In addition, the plane's new passive detection systems will be tested. These include the Receiver Processor Group, made by Litton Industries' Amecom division; and the ALQ-149 communication intercept and jamming system, developed by Sanders Associates and furnished to Grumman by the Navy.

In a military exercise, a passive detection system receives emissions from a radar weapon or communication system, processes, classifies as friend or foe, and locates the target.

The new systems expand the aircraft's passive detection capabilities in the lower and higher radio frequency bands. The systems and the associated software also improve the aircraft's targeting and response time. There are new displays for those systems in the right front seat of the aircraft, a position occupied by an electronic countermeasures officer.

Besides these major systems, the initial flights will check out the aircraft's electrical power systems, instrumentation, recorder/reproducer system, and equipment compartment cooling system.

After the early flight tests are *(Continued on page 2)*

Final Checkout. *In Calverton, Long Island, Grummanites ready the EA-6B ADVCAP development aircraft for its first flight later this month. (Photo by Gerry Costello)*

Grumman Goes To Next Round In Nuclear Power Competition

The Department of Energy has named Grumman as one of three contractors to go on to Phase II of its multimegawatt space reactor power system program. The Department is trying to develop completely safe, reliable, compact, high-power, electric generating systems for possible use in future space missions.

No dollar figure was announced for these Phase II contracts, which the Department of Energy also awarded to Rockwell International and Westinghouse Electric. Six companies had been involved in Phase I.

The Grumman team is led by the Space Systems Division and it will do the overall system and platform designs and is also responsible for systems integration and automated controls. Babcock & Wilcox is responsible for the reactor; Garrett Fluid Systems and the University of Texas are working on power generation; Maxwell Laboratories is working on power conditioning; Aerojet TechSystems Company on effluent control; and S-Cubed, system safety.

The Grumman system is based on Brookhaven National Laboratory's high energy density particle bed reactor as the heat source. The system will deliver hundreds of megawatts of power and the design can be scaled up or down for higher or lower power needs.

The Department of Energy could select one of the concepts for further development and ground system demonstration testing at the end of Phase II, which would be in the mid-1990's.

Ultimately, such a system could be used for future Strategic Defense Initiative missions or for electric propulsion or space exploration missions being considered by NASA.

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Deadlock In D.C.

When *Grumman World* went to press on Monday, October 9, there had been no progress made in Washington. Last week, Representative George Hochbrueckner did make a plea to his fellow members of the House-Senate Authorization Conference Committee to keep new F-14D production going. But the conferees have not discussed the F-14D since then. The committee has been deadlocked on the status of a number of strategic weapons programs. Until those are settled, the committee will not deal with tactical programs, such as the F-14D.

Hacker's 'Luck' Gets Him Into System ... And Trouble

BETHPAGE, NY, October 5, 1989 — By the luck of his timing, a 15-year old from Levittown, Long Island, used a personal computer in his home to illegally access a Grumman computer system. He got into the system just after the Grumman computer was serviced.

The teenager was arrested last night and charged with juvenile delinquency. His name was not released because of his age. The hacker's intrusion violated state criminal law as well as federal laws, said Grumman Security head Harry Volz.

The teenager did not break into Grumman's main computers — as the media reported — but a single minicomputer mainframe. The intruder had no access to classified or critical data. Access was limited to computer operations data only.

Grumman learned that the teenager got into the system on September 17, just after a Grumman team completed repair work on the system. "It was a fluke," said Volz.

Later, after the repairs were completed, the operators ran their standard audit of the system. "The operators saw that there were too many users on the system," Brent Rose of Corporate Security said. The teenager was not able to get access to important company information. "Safeguards that we had in place prevented that," Rose said.

Data Systems alerted Grumman Security when it learned the system had been entered illegally. "Once we knew he was in, then we could control it," Volz said. The company worked with local and federal law officials and the telephone company and they were able to identify the intruder.

Floppy disks containing data from the Grumman system were found in the youth's home when he was arrested.

Though Grumman credits its security software for detecting the intruder, the company is putting additional security safeguards into the system. But, Rose said, "The company is always analyzing the security programs in all its computer systems."

Robotic Weapon. *The Grumman Teleoperated Mobile All-Purpose Platform uses video cameras and lasers to locate and hone in on enemy targets. It recently took part in a successful demonstration at Camp Pendleton Marine Corps Base, California. (Photo courtesy The San Diego Union)*

Marines, Army Test Grumman TMAP In CA

CAMP PENDLETON, California — In a recent demonstration here, the Grumman Teleoperated Mobile All-Purpose Platform (TMAP) used a reconnaissance camera and laser to pinpoint a target 1,000 yards away. Immediately thereafter, a laser designated Hellfire antitank missile was launched from a platform two miles away, destroying the target.

All this was accomplished by remote control, from a manned station three miles away. Four Grummanites were on hand, to teach the Marines how to operate TMAP and to take care of any problems that might crop up. It was part of a competition to develop future robotic weapons platforms.

The exercise was attended by officials from the Army and the Marine Corps, responsible for overseeing the development of future combat systems. Next on the agenda: TMAP and two other vehicles in the Camp Pendleton exercises will be field demonstrated in early 1990.

TMAP is a fiber-optically guided robot that can carry any hand or shoulder held payload for reconnaissance, detection of chemicals and other contaminants, mine detection, etc. The infantryman who operates the robot remains safe and undetected several miles away, using TMAP's day and night video camera and infrared sensors to watch the enemy.

The two other platforms included a vehicle of similar size made by Martin Marietta. The third was an unmanned High Mobility Multipurpose Wheeled Vehicle developed by the Naval Ocean Systems Center, San Diego. The three robots were controlled as a unit where they covered each other's "blind spots" and handed off target locations to one another.

"Now, the Army and the Marines will look at the benefits and drawbacks of all three systems," says Jerry Kirsch, director, Robotic Vehicles. The soldiers liked TMAP's controllability, visual displays and cues, and low "signature," which means the vehicle emits little noise or heat that would be traced by the enemy. They also liked its non-scuff steering system.

In Grumman's TMAP, each wheel has its own remotely shifted electric motor drive. A very small diesel engine generator maintains batteries at full charge. This design makes the vehicle quieter and thus less apt to be detected. It also is used to maintain commanded speeds regardless of slopes or obstacles.

Army maps are digitized and entered into the TMAP's portable control unit and then presented on a color display along with a plot of the vehicle's path. This is another factor that drew raves from the soldiers. This provides the operator with effective navigation, even in cases where the terrain is bland. These are all features that the Martin Marietta prototype did not have.

"These vehicles are prototypes — full scale development comes next," says Kirsch. "The Army and Marine officers who were there oversee the requirements documents for that next stage of development.

"This demonstration showed that small, light robots can be confidently controlled by soldiers and function as their extension in performing hazardous missions," he adds.

New Prowler Begins Flight Tests This Month

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complete, the aircraft will go into Calverton's anechoic chamber for electromagnetic compatibility testing. These tests will measure how well the aircraft's new avionics interact.

From January to June, the aircraft will be involved in full flight tests, during which its electronic warfare capabilities will be checked out. "After that, the aircraft will be turned over to the Navy for its developmental and operational flight testing," says Zielinski.

An Avionic Improvement Program (AIP) has been proposed to provide additional changes to the ADVCAP Prowler, including integrated displays and controls, a modified radar, enhanced target and response management, as well as improved navigation.

The EA-6B ADVCAP also features aerodynamic changes, which will improve maneuverability and handling.The ADVCAP will have two additional weapon stations on each wing — the current EA-6B has four wing stations and a centerline fuselage station.

The extra stations allow an aircraft to carry two external tanks or two HARM missiles and five external jamming pods. This will significantly increase the aircraft's electronic warfare capability. The AIP Prowler is envisioned as the next production or remanufactured configuration of the EA-6B aircraft.

Is Your Dependent Still Insured?

Dependents who are *not* a full-time students are covered by Grumman health insurance only until February 1 after their 19th birthdays. Full-time students are covered until February 1 after their 24th birthdays or upon graduation, whichever comes first.

If your dependent's insurance is terminated for one of these reasons, you have 60 days to apply for continuation of group health benefits. The beneficiary must pay the appropriate premiums.

For applications, call Corporate Benefits Department at (516) 575-3044.

I Heard It At The Pin Meeting:

O'Brien Discusses Fourth Of July, Future Work, GQ

On Friday, September 15, Grumman Chairman John O'Brien fielded questions at a pin meeting. Excerpts from that meeting follow:

I've heard that the attrition at Grumman is up to 100 people per month. Is that true?

O'Brien: It's closer to 80 per month. The attrition rate in some areas has been very high. We are worried about that. We don't like to see people leaving — especially in the age group around 35 and under. A lot of people are frightened by the F-14 stories, the A-6 stories and the defense industry news.

'Each five percent decrease in progress payments causes us to borrow $100 million more to just run the business — if nothing else changed.'

However, I don't know how to change it. I can't make houses cost less. I can't make the taxes go down — although I think we are making gains in this area. I can't make Shoreham open. Some people are fed up. Some don't like the tension. I understand that. I don't like the tension either, but that's the way it is.

The high attrition rate is causing some operating problems, but I give credit to the people who are staying and picking up the slack where they have to.

The 1990 holiday schedule is out and I see that we have to take the full week off including Independence Day on July 4. Why not make it just the first two days or the last two days? Why do we have to take four days — plus July 4th — off?

O'Brien: Because statistically, no matter what we did, people wouldn't have shown up.

This past Fourth of July week we had a 35 percent absentee rate. You pay me to do things that make us a better company. I don't think it's right to keep the company open with 35 percent absenteeism, because the rest of the company can't work. We can't run a company that way. And that's why we're shutting down that week. I think it's fair to tell you almost a year in advance so you can make your plans.

'This past Fourth of July week we had a 35 percent absentee rate.'

Are we going to close down that week in 1991, 1992 and 1993, too?

O'Brien: Yes, that's the plan laid out today.

The latest quarterly report shows that our long-term debt is increasing, yet our research-and-development funds are decreasing. How will the increase in long-term debt affect the health of the company?

O'Brien: Government changes have created most of the debt. A few years ago, progress payments went from 90 percent to 75 percent. Each five percent decrease in progress payments causes us to borrow $100 million more to just run the business — if nothing else changed.

Now, the government has also changed the income tax laws. Today, they have the industry paying taxes before it even earns the money. That and the progress payment change added about $400 million worth of borrowing for Grumman in the current fiscal year.

The way we offset that is the same way you offset it in your own home. You cut down on expenses. Frankly, R&D can afford to be a cyclic expense. Unfortunately, we've come off a 10-year period of spending R&D money on anything anybody wanted to spend it on. And we're not about to let that continue.

Right now, we are spending over $100 million on R&D.We insist that it be spent to generate some products for the people who are going to be in this company five and 10 years from now.

'I think our debt will peak out in the next 12 months and then start to come down.'

We've also cut back on capital spending because we've modernized buildings and put up new facilities, and we're in good shape for the business we've forecasted.

I think our debt will peak out in the next 12 months and then start to come down.

Is the debt a problem? Sure, because it inhibits things such as R&D and capital spending. It inhibits the programs we chase. It's a big problem, and we're struggling to get it under control.

What are the long-term plans for Grumman? It seems that the cost for developing new military aircraft is so extraordinary and the government seems to want to hang on to what it has. We're milking the F-14 for what it's worth and maybe in five or 10 years it's going to be gone. What's going to be Grumman's big money maker in the future?

O'Brien: If we continue to manage our business as well as we are right now, in two years, we'll come out of this mess as one of the more stable companies in the eyes of the stock market.

And the other big aerospace companies will be in debt up to their eyeballs and squawking and fighting with the government over various forms of contracts.

'We've got a couple of narrow years to get through, and we're doing a good job of trying to get through them.'

I believe that if we can get through this battle of the F-14D, we will build Tomcat-21s and remanufactured F-14D's in the next decade.

In the airframe business, what competitions are going to be out there in the next 10 years?

O'Brien: There's going to be the Navy's Advanced Tactical Surveillance aircraft — a battle management system. And we're working our tails off on that. We're one of the leading competitors. That doesn't mean we're going to win, because everybody will be after it. We may have to team with somebody to do it.

We're also in the fight for BSTS. From way behind Lockheed, we've managed to catch up to Lockheed. Whether we can beat them or not, I don't know. That's a 1991 decision, and it's a $5 to $10 billion program that will last about 20 years.

We're in the middle of the flight test program on Joint STARS. When we go into production, it would be a $10 billion job.

We've got the postal vehicle contract going. We've got IFTE going into production in the Electronics Systems Division.

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September Meeting. *On September 15, Grumman Chairman John O'Brien met with Grummanites who recently celebrated their service anniversaries. (Photo by Bob Settles)*

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I Heard It At The Pin Meeting

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So, those of you in Division A have got to stop looking at just Division A. You've got to look at divisions B, C, D and all the businesses we have. Losing the F-14 new production airplanes would not put us out of business.

We've got a couple of narrow years to get through, and we're doing a good job of trying to get through them. People in this company are working smarter. Costs are going down. Things are getting done better. So I think the future's very bright. But, as usual, you've got to win to have a future. And we've got to become more efficient.

How are we doing on the latest Air Force trainer?

O'Brien: We're signed up with Agusta of Italy to bid for the Primary Aircraft Training System called PATS. The Air Force has not fully defined that program yet. It's not a line item in the budget, so it's a few years away.

In the past eight months, several senior mechanics have been moved around to different areas, such as the stockrooms. Is there any reason for that? Is that just to save jobs, because they're not working at their full potential?

Tom McGrath: Yes, we are saving jobs. We're saving those skills that we'll need, when the production work picks up again. All those people will go back to work in their proper areas.

We are cross-training a lot of people now. Eventually you will see electricians moving from one aircraft to another. We must find better ways to use Grumman talent.

What benefits have you realized in the last two years from the Office of Corporate Technology?

O'Brien: Corporate Technology has done a good job organizing our R&D monies and identifying the technologies we should invest in. They've also done a great job in overseeing the development of those technologies.

Years ago, our primary customer — the Navy — wouldn't do anything without calling the Grumman engineering department, even if it was not our product. Today they seldom call us, even for our product. Corporate Technology is now working on improving our relationship with our customers from the technological standpoint.

Is there any truth to the rumor that Grumman might pay everyone biweekly?

O'Brien: We are looking into it, since it would save Grumman some money if everyone was on the same payday schedule. However, we haven't sorted out all the problems yet.

How is Building 1 affected by the runway being closed?

O'Brien: Building 1 would eventually be closed down. We don't have a full schedule on it. The runway will be closed in August 1990. By next spring, we hope to have the E-2C's out at Calverton. The Building 1 work will be shifted primarily to Building 2.

I recently attended the GQ training program and it was very good, but there's still a big frozen layer between you and me.

O'Brien: Oh, absolutely. You've got to chip away from the bottom and I'm applying heat from the top.

***Reply:** What stops me from drowning?*

O'Brien: I understand the problem. You've got to keep struggling. You will have some people above you who aren't willing to change. We'll eventually get them to change or they'll have to leave. And that goes from the top of this company down to the bottom.

Appointments

Aircraft Systems

Bethpage Operations: William Dement, production supervisor–nights, Production.

Integrated Logistics Support: Ernest G. Wanke, manager, Technical Requirements and Supply Operations; John D. Morris, project manager, Supply Operations; Richard C. Thall, engineering specialist, Electrical Engineering.

Parts Fabrication: Bruce Redden, foreman, Sub-Assembly-Detail Parts; Daniel Keenan, group leader, Production & Status Control.

Production Operations: Richard Hauser, program manager, A-6 Program.

Electronics Systems

Operations: Joseph Troiano, site director, Benton Park; Walter Langendorf, deputy site director, Benton Park.

Hurricane Hugo Damages Grummanites' Homes

Woody Bradley and his wife secured their James Island home as best they could, then sailed up South Carolina's Ashley River to ride out Hurricane Hugo in their boat.

Rounding Fort Sumter and heading back to their dock, they'd normally view the tops of the boat sheds. "We didn't see too many roofs," he says. Next, they saw their dock was gone and the house was flooded a foot deep. "Eight inches of that was marsh grass and muck," Bradley says.

"The force of the wind blew out the doors, even the jambs," he says. "We had a 22-by-22-foot Florida room. It was ripped right off the house; even the foundation was gone. Only the steps were left." The Bradleys had lived through Hurricane Gloria. "But that was just a sneeze compared to this."

For months to come, the 49 Grummanites who work on the RAMP project in Charleston, South Carolina, will have to deal with what Hugo's wild winds and water left behind on Friday, Sept. 23.

Tom Herman says the noise got so loud just before midnight that he took his three young children into the bathroom until the hurricane was over. "I looked outside to see a tree on my car and I was so glad it wasn't on my head," Herman says.

Jim Austin lives about 12 miles inland from Charleston in Summerville. He says, "When the eye of the storm came through, I went outside to see what happened. Then I heard the backside of the storm coming. I got the hell back inside the house. Between the wind and the sound of two-foot thick tree trunks snapping, it was just wild for the next 45 minutes."

Julie Jowers says, "There was such a tangle of power lines and poles and telephone lines and trees, you didn't think people would be able to clear it."

Arline Arnold lives on a small island near Charleston. One of the hundreds of tornadoes Hugo spawned tore a 30-foot porch from her living room, which is on the second floor and faces away from the sea. The porch was thrown over the house, taking part of the roof with it, and dropped in the front yard.

The building where the Grummanites worked fared better. There was some water damage and one window wall was pushed in about six inches. When the RAMP people went back to work on Monday, October 2, they assessed how far Hugo had set them back.

"It will probably cost us two weeks by the time we're running again," says Austin, who is Data Systems' RAMP director.

Electricity, or lack of it, is a major problem. "About 40 percent of our people still don't have electricity at home," Austin says. "We just got the power turned on at the building on Friday."

With no electricity, the banking system was short-circuited. Paychecks couldn't be cashed. "To solve that problem, we joined forces with the Allied Division so we could bring cash to our people in Charleston," says Hans Broner, who works in Bethpage.

Funds were transferred from Data Systems to Allied. People at Allied's Lexington, South Carolina, site then arranged to deliver cash to the RAMP people.

The storm brought out the best in many people. "Grummanites were helping their neighbors to the point of exhaustion," Julie Jowers says.

Tom Herman volunteered two days helping mentally retarded patients who had been transferred to a facility inland from Charleston. After he came back home, he and Ken Brown drove pickup trucks filled with food to the Edisto reservation.

Joel Weiner, like many others, was repairing neighbors' roofs the day after the storm. Then he headed toward Lake Moultrie, about 30 miles from Charleston, to help clear the land for people in many of the small towns that were devastated by the storm.

Bradley says his dog and five of his six cats survived the storm. "The only pet that hasn't returned is a male cat that we named Gloria, because we had found it after Hurricane Gloria hit."

GQ Team Looks Back And Gets Good News

Can suppliers deliver what they promise? Are their charges fair? Analysts in Corporate Procurement spent a lot of time on the road to inspect suppliers' plants and books to be sure. But were such field trips always necessary? More importantly, could the growing backlog of reports and the time it takes to complete them be cut? A GQ team was assigned last November to find out.

Means Grumman Quality

By February, the team concluded that, many times, data needed to negotiate purchases could be mailed to a cost or technical analyst by the supplier. Analysts could comb through the information at their desks to produce these reports, called cost/technical analyses. Theoretically, the analysts could make much more efficient use of their time.

So the GQ team rewrote some procedures in an effort to reduce the time it takes to produce an analysis from the 1988 average of 102 days. In August, the team took a hard look at the results.

Including all the backlog of reports — those that still had to be done from last year — the analysts beat their goal. "But when we looked only at the reports that were started after we put our changes in place, the turnaround was reduced to 55 days! The backlog is now down to 160 cases, which is where it should be," says Art Breitner, the team leader and deputy director for Finance and Planning in Procurement. "And the quality of the reports has been just as good as in the past." The analysts must write these cost/technical analyses to compare the supplier's costs and capabilities to proper manufacturing procedures, various contract requirements and fair charges. Any cost differences become negotiating positions for Grum-man buyers. "We must do a cost analysis of all proposals for con-tracts worth over $100,000," he says. Federal regulations require it.

In 1988, the 30 analysts produced over 1,200 such reports on bidders' proposals. That's up from 547 in 1984. The proposals had been coming in faster than they could be analyzed. "There was a tremendous backlog," he says. "There were nearly 300 reports still to be processed at the end of last year."

The team's major solution was to set new guidelines. The analysts will prepare reports from Bethpage on all suppliers' proposals under $500,000, unless conditions demanded otherwise. They will also see if an analysis from the office was possible for larger proposals.

The team produced a form that told suppliers what data was needed. "That's been working out well," says Bob Blackburn, the manager of Procurement Cost and Technical Analysis. "I think the suppliers like the system better this way."

The GQ team has also sought help from the Naval Plant Representative Office (NAVPRO) to reduce the time it takes for government audits of suppliers. "Some sellers will not allow us in. They might be competitors of ours for other projects, and so they don't want us to see data that could help us," Breitner says.

Breitner says the analysts — skeptics by profession — at first weren't sure they could trust information they didn't uncover themselves. But the analysts are free to question any documents they receive. And they continue to go into the field when they deal with new suppliers, products, manufacturing techniques or materials.

"You've got to give the credit to the people in the department," Breitner says. "They understood that we had to get the turnaround down. Their initial concern was for the quality of the reports. But they have kept the quality of the reports up to standards."

Making Sense Of Dollar Figures. *Senior cost analyst Ray Montano's job is to investigate proposals from suppliers to see if the charges for their services are fair. Under new rules developed by a GQ team in his department, he won't have to leave home as often to find out. (Photo by Harry Prodromides)*

Calling All Volunteers!

Last month, Grumman Chairman John O'Brien called upon the local business leaders to make Long Island a "kinder" place to live.

"Corporate gifts are important — but there are other, maybe even better ways to give something back to the community," O'Brien told the Long Island Association, a business lobbying group. "One way is to foster a spirit of volunteerism in our employees by recognizing, rewarding and encouraging the good things they do in their communities. We can make it easy for them to volunteer by serving as the bridge between the organization and our employees."

A lot of Grumman people volunteer their services — from firefighting to visiting homebound seniors. In upcoming issues, *Grumman World* will highlight the efforts of some of those individuals. It will also list agencies and groups that need volunteers. Some of the work is short-term, just for a weekend, while other positions are for a longer duration.

Here are some non-profit groups that need volunteers:

Singles For Charities - This group of single people volunteers to help a variety of other groups: from building a playground for needy children to cleaning the beaches. Call Jan, (516) 496-7197.

Literacy Volunteers of America, Nassau County — People needed to help adults learn to read. Volunteers will be trained as tutors. Call (516) 486-2789.

I.N.N. — The Interfaith Nutrition Network needs volunteers to help rehabilitate houses for homeless women and children. If you can paint, hang curtains, or do carpentry, call Mike Moran, (516) 486-8506.

L.I. Association for AIDS Care — This group sponsors a Volunteer Opportunity Workshop for both Nassau and Suffolk residents on the second Wednesday of each month. Opportunities for volunteers include work as a buddy, on the hotline team, or on committees for social activities, legal clinic, pastoral care, hospital visits, night sitters, special projects and computer data entry. Call the hotline — (516) 385-AIDS — for more information.

What About My Group?

If you volunteer for a group that needs more people like yourself, drop us a line. To make sure that only legitimate, non-profit groups are listed, all agencies and groups must be approved through the Grumman Employees Contributions Office, (516) 575-3254. Groups and individuals can also write to: Grumman World—Volunteers, Grumman Corporation, A22-GHQ, Bethpage, N.Y. 11714. We'll pass the information to the Employee Contributions Office for approval.

Don't hesitate to enlist this service if your volunteer group is located off Long Island. All Grumman sites are invited to participate. For more information, call Grumman World, (516) 575-3293.

Your United Way Donations Benefit The Whole Community

"We're like a family here," says Shirley Bell of Electronics Systems in Salisbury, Maryland. "I contribute to the United Way because it's the family thing to do. Families help each other out."

Gerry Dmuchowski of Data Systems in Bethpage, Long Island, adds, "It makes me feel good to know that I'm helping others. When we give to United Way, we all benefit."

People have been helping each other out in their communities through the United Way for more than 100 years. United Way contributions help fund agencies such as the Red Cross, which assists people when disaster or misfortune strike. Donations help fund agencies such as the Visiting Nurse Association, which sees to it that the homebound in the community—the elderly and the disabled—get the medical help they need. United Way funds local hospitals, benefiting us all by helping to pay for services that we take for granted such as the emergency room and ambulance dispatch.

"The United Way is closer to the heart of the community than some people realize," says Grumman Vice President Dean Cassell, chairman of Grumman's 1989 United Way campaign. "For one thing, it's staffed mostly by volunteers from the community. For another, it's there to support everyone in a time of need, not just the poor. By helping worthy agencies survive in these tough times, we know they'll be there when our family and neighbors need them.

"And over the years, a remarkable statistic has surfaced: almost 90 cents out of every dollar contributed reaches the agencies. On Long Island alone, one million people benefited from the United Way last year, including over 2,000 Grummanites," says Cassell.

There are now about 2,300 United Way chapters nationwide supporting the work of worthy, nonprofit agencies in their communities. Before an agency qualifies for United Way affiliation, it is evaluated by a committee of United Way volunteers and audited by an independent firm. Agency funding must be approved every year by the local United Way's volunteer board of directors. Some of the human care services that the agencies provide are:

- Elderly and child care
- Emergency food and shelter
- Alcohol and drug abuse treatment
- Shelter for the homeless
- AIDS care
- Rehabilitation for the handicapped
- Speech and hearing clinics
- Scouting.

Grumman's 1989 United Way campaign gets underway this month at most Grumman facilities. On Long Island, the drive began October 9 and runs through October 27. United Way campaigns are also underway at most off-Long Island Grumman locations during October; check the accompanying box for information on the drive in your area.

During the drive, Grummanites will receive an enrollment package that contains information about local agencies funded by the United Way, a letter from John O'Brien, and an authorization card for enrolling in the payroll deduction plan. A Grumman United Way representative will ask those not participating in the payroll deduction program to do so; those who are participants will be asked to consider increasing their contribution. Grummanites may give a one-time donation, if they choose.

During 1988, eight out of 10 Grummanites contributed to the United Way—most through payroll deduction. For the first time last year, retirees participated in the drive, contributing almost $10,000. Retirees will be invited to contribute in all future United Way campaigns.

A company-wide drawing will be held for Grumman-donated prizes once the United Way campaign is over. First prize is a large screen television. Other prizes will include microwave ovens, cam corders, and conventional televisions.

Reston Rises To Occasion With A Bake Sale

Grummanites at the Space Station Program Support Division in Reston, Virginia, plan to bolster their individual United Way contributions with the proceeds from a bake sale on October 16.

"A group of us wanted do a little extra for the United Way, so we planned a bake sale," says Kay Bailey, supervisor of Records and Equal Opportunity Employment. "The idea caught on with the whole crew. Now it looks like we'll have 400 cakes to sell."

Bailey says that just about everyone at the Reston facility will be popping their best recipes into the oven this weekend.

Campaigns Run Nationwide

Grumman United Way representatives coordinate drives with local United Way official, so the dates of your facility's drive may differ from those on Long Island. Every Grummanite will receive a United Way package that contains information about locally supported agencies. It will also contain a payroll authorization card for enrolling in the payroll deduction plan.

The United Way campaign dates at larger Grumman facilities nationwide are as follows:

Benton Park, PA October 9-27	**Glen Arm, MD** October 9-27	**Irvine, CA** October 23-27
Mayfield, PA Sept. 10-Nov. 16	**McLean, VA** Oct. 23-Nov. 3	**Melbourne, FL** October 9-27
Milledgeville, GA Sept. 29-Oct. 6	**Montgomery, PA** Aug. 21-Sept. 8	**Pt. Mugu, CA** October 25
Reston, VA October 9-20	**Roanoke, VA** October 16-20	**Salisbury, MD** October 9-20
Sherman, TX Sept. 25-Oct. 27	**St. Augustine, FL** October 9-27	**Stuart, FL** October 9-27
Sturgis, MI Oct. 7-Nov. 30	**Titusville, FL** Oct. 23-Nov. 3	**Webster, TX** October 12-20

Right Out Of The Oven. *Joyce Taelman, a volunteer at the Doubleday Babcock Senior Center in Oyster Bay, L.I., prepares lunch for senior citizens. The 10-burner stove was donated to the center by Grumman last year when the old one became unrepairable. (Photo by Bob Settles)*

Batter Up. *Preschoolers at the Small World day care center in West Brentwood, L.I., learn as they play: four budding bakers mix up their first cake. (Photos by Bob Settles)*

United Way Helps Young And Old

Your United Way contributions help fund many different services. Three United Way agencies meeting the needs of Long Island's oldest and newest citizens are the Doubleday Babcock Senior Center and Visiting Nurse Association in Oyster Bay and the Leila Holmes Small World day care center in West Brentwood.

"We bring a lot of lonely people together," says Barbara Hadel, executive director of the Doubleday Babcock.

"Doubleday Babcock is everything to me now," says Mary Fescura. "When my daughter moved off Long Island a few years ago, I was left without any friends in the area until I found Doubleday Babcock. Now it's impossible to be lonely anymore."

"Before a friend brought me to Doubleday Babcock, I didn't leave my house very often. Now I look forward to every new day," says Louise Chapman.

Seniors gather five days a week at Doubleday Babcock to exercise, play cards, receive counseling and, most important of all, to laugh and talk with friends.

While the center receives funds from several different sources, including the county and the town, money provided by the United Way is especially important.

"United Way money has been a godsend," says Hadel. "It doesn't come with a lot of red tape attached. For example, money we raised for a shopping bus was earmarked for the vehicle. It was the United Way that enabled us to hire a part-time driver. At another time, we received some county money to hire a special-care aide to work with the frail elderly, and by supplementing that allocation with United Way funds we were able to hire someone with additional qualifications that we really needed."

United Way dollars also help support the work of the Visiting Nurse Association of Long Island—a community based, non-profit organization that brings health care and rehabilitation services to the homebound. The Oyster Bay branch is right around the corner from Doubleday Babcock, and the two staffs work together to be sure the town's seniors get the home health care they need.

"The history of the Visiting Nurses is the history of home health care," says Ann Bernstein, supervising public health nurse. "Our branch was founded in 1916 with a single nurse. She assisted at operations and helped young immigrant mothers with child care. We've been in the same building since 1923, but we've grown a lot since then."

Today, the staff consists of eight nurses and four home health aides who bathe and feed patients needing extra care. About 80 percent of the patients are elderly.

Besides providing health care, the Visiting Nurses run a Meals-On-Wheels program to feed the homebound and disabled. Meals-On-Wheels makes it possible for a patient to return from the hospital sooner and for the elderly and chronically ill to continue living in their own homes.

"Meals-On-Wheels has become a very important part of the service we provide," says Bernstein. "In some cases, these meals are the only decent nutrition that the patient will receive that day. Sometimes the delivery itself is as important as the food; we spend extra time with these patients."

There is a nominal charge for Meals-On-Wheels, but some patients have no resources. This is one area where United Way funds are used.

United Way funds are also used by the Visiting Nurses for the sick who lack medical coverage. "Medicare and Medicaid help us care for most patients these days, but some people do fall through the cracks and don't qualify for any coverage," says Bernstein. "United Way donations help us to care for these patients, too."

Eighty of United Way's youngest beneficiaries attend the Small World children's day care center on the grounds of the Pilgrim Psychiatric Center. Small World, one of Long Island's oldest centers, cares for children from three months through five years of age.

Parents bring their children to Small World from all over Long Island. The state provides the building that houses the center, but Small World is otherwise independent, non-profit, and available to any family needing day care for pre-kindergarteners. Rates are based on a sliding scale geared to family income.

"United Way funds have helped us to keep our rates down," says MaryAnn Klein, director of Small World. "Day care is now a necessity for many families, but affordable day care is hard to find. Without United Way's help, our lower income families couldn't use us."

Needy families receive assistance in the form of tuition stipends that are financed with United Way funds. Last year, 20 stipends were awarded by the center's board of directors.

"Many of our families need all the help they can get," says Klein. "For example, we occasionally take the older children on field trips. But some families just can't manage the small costs involved. Thanks to United Way, no one is left out."

Hail, Hail, The Gang's All Here. *Seniors gather for lunch and good cheer at the Doubleday Babcock Senior Center in Oyster Bay, L.I. United Way donations help to care for seniors too frail to come into the center.*

Retiree Obituaries

Charles F. Becker of 717 McCall Ave., West Islip, N.Y., died Sept. 21, 1989. He retired in 1982.

Helen A. Buddenberg of 458 Windsor Ave., Brightwaters, N.Y., died July 31, 1989. She retired in 1978.

Charles W. Burns of 39 Raymond Ave., Farmingville, N.Y., died Sept. 13, 1989. He retired in 1984.

Vincent Castrigno of 100 Floral Blvd., Floral Park, N.Y., died Sept. 15, 1989. He retired in 1964.

John Caulfield of 119 Overlook Dr., Middletown, N.Y., died Sept. 2, 1989. He retired in 1971.

Carl Consiglio of 858 Foxhollow Dr., Pt. Richey, Florida, died Sept. 7, 1989. He retired in 1970.

Charles C. DeFiore of 44 Rugby St., Brentwood, N.Y., died Sept. 25, 1989. He retired in 1976.

Robert Duerr of 2333 Lewis Rd., West Palm Beach, Florida, died Sept. 24, 1989. He retired in 1978.

Dorothy Frankenbach (Todd) of 421 Harvard Rd., West Babylon, N.Y., died Sept. 7, 1989. She retired in 1981.

Carl J. Giuffre of 1141 4th St., West Babylon, N.Y., died Sept. 15, 1989. He retired in 1976.

Hans Hartmann of 313 Doland St., Melbourne, Florida, died Sept. 5, 1989. He retired in 1977.

Robert N. James at P.O. Box #3, Turks Island, British West Indies, died Aug. 9, 1989. He retired in 1977.

Reginald B. Knopf of 4 Fiddler La., Levittown, N.Y., died Sept. 13, 1989. He retired in 1974.

Walter J. Kowalchuk of 345 Ellison Ave., Westbury, N.Y., died Sept. 9, 1989. He retired in 1983.

Ferdinand Marrer of 340 SE 6 Terrace, Pompano Beach, Florida, died Aug. 19, 1989. He retired in 1966.

Christian M. Martin of 29 Georgia St., North Valley Stream, N.Y., died Sept. 6, 1989. He retired in 1972.

Lloyd Nelson of RR 1, Box 201, Cambridge, N.Y., died Sept. 10, 1989. He retired in 1968.

Oscar L. Nelson Jr. of 390 SE Naranja Ave., Pt. St. Lucie, Florida, died Sept. 9, 1989. He retired in 1983.

Stuart F. Payne of 371 Main St, Sag Harbor, N.Y., died Sept. 18, 1989. He retired in 1971.

David D. Ramsay of 27-30 Atlantic St., Melbourne, Florida, died Sept. 17, 1989. He retired in 1983.

Wilbur F. Schlosser of 45 Herman Ave., North Babylon, N.Y., died Sept. 7, 1989. He retired in 1984.

Thomas G. Scully of 241-20 148 Ave., Rosedale, N.Y., died Sept. 15, 1989. He retired in 1978.

Max H. Skou of 2100 So. Ocean La., Ft. Lauderdale, Florida, died Aug. 11, 1989. He retired in 1967.

Thomas B. Vaught of 16652 Espola Rd., Poway, California, died Sept. 13, 1989. He retired in 1985.

Joseph Zarensky of 32013 Village Crest La., Wilsonville, Oregon, died Aug. 30, 1989. He retired in 1978.

Mary E. Zuk of 874 Ivanhoe Dr., Pt. St. Lucie, Florida, died Aug. 28, 1989. She retired in 1985.

Readership Survey

We don't want to do all the talking. We'd like to know what you think about the things you see in these pages. Your comments, suggestions and complaints are welcomed. Please take a few minutes and give us your opinions.

Article	Great	Good	Poor	Didn't Read
New Prowler (P. 1)	[ ]	[ ]	[ ]	[ ]
TMAP (P. 2)	[ ]	[ ]	[ ]	[ ]
Pin meeting (P. 3)	[ ]	[ ]	[ ]	[ ]
Hurricane Hugo (P. 4)	[ ]	[ ]	[ ]	[ ]
GQ in Procurement (P. 5)	[ ]	[ ]	[ ]	[ ]

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Ext.....*(Required If You Wish A Reply)*

Division.....

[ ] I am a retiree

Mail to: Grumman World, A22-GHQ

People

Newly Elected

Vincent DeStefano, vice president-Product Operations for Aircraft Systems, has been elected chairman of the Manufacturing Management Committee of the National Security Industrial Association (NSIA).

Founded by the first Secretary of Defense, James Forrestal, the NSIA provides a forum for industry and the military service to exchange their views on such matters as contracts, production procedures and specifications.

The NSIA is a national association of some 400 industrial, research, legal and educational organizations from all segments of industry related to national security.

Achievement Award

George Emilio recently received the John Slattery Professional Achievement Award. Sponsored by the NSIA's Automatic Testing Committee, the award was presented to Emilio in recognition of his technical excellence, integrity and professional achievements.

He is director of Applications and New Programs within the Test Equipment Products business unit of the Electronics Systems Division.

Personals

My family and I would like to thank all my friends at Grumman for their thoughtfulness and kind expressions of sympathy during the recent loss of my mother. **Edward Finnick**

My family and I wish to express our sincere appreciation to our friends and co-workers at Grumman for their cards, flowers and sympathy during the recent loss of my mother and father. **Ken Storwick**

My family and I wish to express our sincere appreciation and thanks to all our friends and co-workers for their kind expressions of support and sympathy during the recent loss of my mother. **Jack Reid**

We would like to express our sincere appreciation and thanks to all friends, co-workers and ESO for their kind generosity and support after the sudden death of our beloved Heinz. **The Boettcher Family**

We wish to thank everyone for their expressions of sympathy and help.It was deeply appreciated and gratefully acknowledged. **The Morosky Family**

My family and I wish to express our most sincere thanks and deepest appreciation to all our friends and co-workers for their kind expressions of sympathy during the recent loss of my mother. **Richard Hooper**

The family of William N. Kutner wish to thank all our Grumman family of friends for their generous donations to Syringa General Hospital, Grangeville, Idaho. The cardiac care unit in the new hospital will be dedicated in Bill's memory. **Marianne, Jeffrey and Kevin**

My family and I wish to express our sincere thanks to our Grumman friends for their sympathy and kindness expressed during the recent loss of my mother.We will be forever grateful. **Cecil Hollar**

We would like to express our sincere thanks and appreciation for all the kind expressions of sympathy and support during our recent loss. **Mildred, Henry and Richard Gerkens**

Obituaries

Heinz W. Boettcher of Small Parts Fabrication, Bethpage, Aircraft Systems Division, died Sept. 2 at the age of 43. He had been with the company since 1988 and resided at 65-3A Richmond Blvd., Ronkonkoma, N.Y.

Robert C. Daniels of Transcowl Activities, Stuart, Aircraft Systems Division, died Sept. 1 at the age of 39. He had been with the company since 1986 and resided at 8384 Sandy La., Hobe Sound, Florida.

Ruth Dembo of ILS Secretarial Services, Melville, Aircraft Systems Division, died Sept. 6 at the age of 59. She had been with the company since 1987 and resided at 22 Matsunaye Dr., Medford, N.Y.

Henry H. Gerkens of Production Supervision, Bethpage, Aircraft Systems Division, died Sept. 3 at the age of 62. He had been with the company since 1964 and resided at 252 6th St., Bethpage, N.Y.

Fred A. Wohllebe of Configuration Design and Analysis, Melville, Aircraft Systems Division, died Aug. 27 at the age of 62. He had been with the company since 1963 and resided at 23 Landview Dr., Huntington, N.Y.

Frank Morosky of Maintenance, Bethpage, Corporate Services Division, died Sept. 8 at the age of 62. He had been with the company since 1951 and resided at 9 Schubert Dr., Smithtown, N.Y.